

MAR 13 2015

SENATE CONCURRENT RESOLUTION

REQUESTING THE DEPARTMENT OF BUSINESS, ECONOMIC DEVELOPMENT, AND TOURISM; UNIVERSITY OF HAWAII; DEPARTMENT OF EDUCATION; AND DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS TO CREATE KEIKI TO CAREER PATHWAYS FOR KINDERGARTEN THROUGH TWELFTH GRADE, DEVELOP REGIONAL ECONOMIC PLANS, AND ALIGN KEIKI TO CAREER PATHWAYS TO THE REGIONAL ECONOMIC PLANS TO DEVELOP SKILLED WORKERS FOR HAWAII'S INDUSTRIES.

1 WHEREAS, there is a dearth of career-ready skilled workers
2 available to fill industrial vacancies; and
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4 WHEREAS, a 2012 study sponsored by Deloitte and the
5 Manufacturing Institute showed that nine out of ten Americans
6 believe manufacturing is important to the United States economy;
7 and
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9 WHEREAS, in 2015 Deloitte and the Manufacturing Institute
10 reported that over the next decade the manufacturing industry
11 will create 700,000 new jobs and in addition there will be
12 approximately 2,700,000 manufacturing jobs vacated by retiring
13 baby boomers, of which 2,000,000 of those vacated jobs will go
14 unfilled because of an expected shortage of skilled workers; and
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16 WHEREAS, globally, seventy-five million young people are
17 unemployed, yet businesses have a shortage of skilled workers to
18 fill vacant positions; and
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20 WHEREAS, the president of the Manufacturing Institute
21 stated that "[t]he skills shortage pervades all stages of
22 manufacturing—from engineering to skilled production. This
23 challenge will only grow as the demographics of our workforce
24 evolve with retirements, new technological advances requiring a
25 higher level of training and certification, and our K-12
26 education system, which continues to lack the necessary focus on
27 STEM education"; and
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1 WHEREAS, forty-five percent of employers report a lack of
2 skills as the main reason for entry-level vacancies and only
3 forty-two percent of employers worldwide believe new graduates
4 are adequately prepared for work; and

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6 WHEREAS, millennials are expected to fill open
7 manufacturing positions, but drawing them into the industry is a
8 huge challenge for manufacturers; and

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10 WHEREAS, manufacturers are collaborating with training
11 partners to create training programs to develop skilled workers;
12 and

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14 WHEREAS, the agriculture and technology industries also
15 encounter challenges recruiting skilled workers; and

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17 WHEREAS, employment agencies, workforce centers, state
18 boards, college boards, and technical schools do not always
19 provide workers with the specialized skills necessary for modern
20 industry, demonstrating the gap between the skills education
21 provides and the skills businesses need; and

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23 WHEREAS, a skilled workforce is essential for economic
24 growth; and

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26 WHEREAS, companies are taking a multi-faceted approach to
27 solve their workforce shortages by offering higher pay for
28 certain jobs, implementing veteran hiring programs, providing
29 internal training and worker development programs, and working
30 with local schools and community colleges to create training and
31 certification programs; and

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33 WHEREAS, German companies, which have built manufacturing
34 plants in the United States in recent years, are teaming up with
35 American community colleges to replicate the German
36 apprenticeship system that develops skilled workers by giving
37 teenagers internships and practical training; and

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39 WHEREAS, high schools nationwide are providing similar
40 career pathway programs through various modes including
41 vocational schools and internship opportunities, some of which



1 lead to certificates or licenses in addition to a high school
2 diploma; and

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4 WHEREAS, career pathways students not only acquire work-
5 based experience, but also develop basic employment skills
6 necessary for success in the workplace; and

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8 WHEREAS, students have a weak understanding of the skills
9 and degrees which will be most marketable as they seek
10 employment, and some students have even given up on their
11 ability to leverage education to find employment; and

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13 WHEREAS, in-demand jobs are those in technology,
14 engineering, and other fields that require certifications and
15 licenses; and

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17 WHEREAS, career pathways provide a context for exploring
18 career options at all levels of education and a framework for
19 linking learning to the skills and knowledge needed for future
20 success, but may not always result in pursuit of higher
21 education; and

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23 WHEREAS, students receive very little coaching from their
24 colleges about possible career opportunities and how to assess
25 their aptitude for potential careers, and need information and
26 tools to help them see the pathway from education to employment;
27 now, therefore,

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29 BE IT RESOLVED by the Senate of the Twenty-eighth
30 Legislature of the State of Hawaii, Regular Session of 2015, the
31 House of Representatives concurring, that the Department of
32 Business, Economic Development, and Tourism; University of
33 Hawaii; Department of Education; and Department of Labor and
34 Industrial Relations are requested to work together to identify
35 areas of opportunity for economic growth, diversification, and
36 job creation in Hawaii; and

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38 BE IT FURTHER RESOLVED that the Department of Business,
39 Economic Development, and Tourism; University of Hawaii;
40 Department of Education; and Department of Labor and Industrial
41 Relations are requested to work together to develop keiki to
42 career pathways for each industry identified that will provide a



1 context for exploring career options at all levels of education
2 and a framework for linking learning to the skills and knowledge
3 needed for success in each career pathway; and
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5 BE IT FURTHER RESOLVED that the Department of Business,
6 Economic Development, and Tourism and Department of Labor and
7 Industrial Relations are requested to identify the industries
8 that may thrive in various parts of the State and develop
9 regional economic plans for each industry; and
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11 BE IT FURTHER RESOLVED that each regional economic plan
12 include the identified industry, information about the
13 geographical area, including the educational institutions nearby
14 and any state facilities or land that may be redeveloped to
15 support the industry, and any local entities that may be
16 available to assist the Department of Education and University
17 of Hawaii in the development of a keiki to career pathways
18 curriculum; and
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20 BE IT FURTHER RESOLVED that the Department of Business,
21 Economic Development, and Tourism and Department of Labor and
22 Industrial Relations use the Whitmore Project as a model of an
23 economic regional plan which syncs and coordinates intermediate
24 and secondary education with the skillsets needed by the local
25 agricultural industry; and
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27 BE IT FURTHER RESOLVED that the Department of Education and
28 University of Hawaii develop curriculum for each keiki to career
29 pathway, and align keiki to career pathways to each regional
30 economic plan in an effort to close the gap between business
31 needs and education outcomes; and
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33 BE IT FURTHER RESOLVED that certified copies of this
34 Concurrent Resolution be transmitted to the Director of
35 Business, Economic Development, and Tourism; President of the
36 University of Hawaii; Superintendent of Education; and Director
37 of the Department of Labor and Industrial Relations.
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OFFERED BY:

Michelle Kikani

[Signature]

